

# EEO/AFFIRMATIVE ACTION STATEMENT

R.H. Sheppard Co., Inc. is an equal employment opportunity and affirmative action employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, gender identity, national origin, ancestry, age (40 and over), disability, marital status, veteran status, sexual orientation, genetic history or information, or any other characteristic protected by federal, state, and/or local laws.

As a government subcontractor, the company will take affirmative action as called for by applicable laws and Executive Orders to ensure that qualified minorities, females, disabled veterans, recently separated veterans, Armed Forces services metal veterans, other protected veterans, and disabled persons are introduced into our workforce and company. If you are an individual with a disability and you need assistance or an accommodation during the application process, please notify Kevin Clere at (440) 284-6587.

Because we are a federal subcontractor, during the application process we are required to ask for certain demographic information, including gender, race/ethnicity, disability status, and protected veteran status. Disclosure of this information is voluntary and refusal to provide the information will not subject you to any adverse treatment. Your responses will not be used against you in any way.